

Position Overview

Title: Lead Facilitator (NSW)

Status: 0.6 FTE, 12 month fixed term contract with opportunity to extend.

Location: Sydney, NSW. Hybrid work options available.

Reports to: Resource, Performance & Development Manager (RPDM).

Remuneration: \$80,358 per annum (1.0 FTE) + Superannuation, pro-rated to \$48,215 per annum at 0.6 FTE.



We're looking for an experienced Lead Facilitator to join our NSW Facilitation Team and support the delivery of Consent Labs' evidence-based respectful relationships education programs nationwide. As a youth-led organisation, we're seeking a values-aligned individual with strong facilitation and training experience who is passionate about education, social impact and meaningful youth engagement.

About Consent Labs

Founded in 2016, Consent Labs is a leading Australian not-for-profit social enterprise working to prevent sexual violence through evidence-based consent and respectful relationships education. We've delivered programs to over 200,000 young people, parents, and educators across Australia and work closely with schools, universities, government, and the gender-based violence sector.

We are a small, values-driven team working across Victoria and New South Wales, contributing to program delivery, facilitation, curriculum, operations, and monitoring and evaluation. Our facilitation team is made up of passionate and engaging educators who are committed to delivering high-quality, evidence-based education to young people across Australia. We're looking for someone who loves being in the classroom and working directly with young people, while also being passionate about the growth and development of the team around them. Working closely with our People and Programs Teams, the Lead Facilitator will support our Resourcing, Performance and Development Manager (RPDM) in recruiting, onboarding, training and developing our facilitator team to ensure consistently high-quality program delivery. This role is offered at 0.6 FTE, with potential for increased hours depending on organisational and operational needs.

Consent Labs is an equal opportunity employer. We strongly encourage applications from LGBTQIA+ people, Aboriginal and Torres Strait Islander peoples, and people from culturally and linguistically diverse backgrounds.

Our Values



Inclusive

We promote a culture of inclusivity, reflected within our teams and our programs.



Youth-centred

We are for young people, by young people.



Transparency

We value transparency and honesty at all levels and activities.



Evidence Based

We value evidence as the bedrock of our approach.



Growth

We adopt a strengths-based approach to encourage young people to grow, both within our teams, and in our programs.



Roles & Responsibilities

Facilitation & Program Delivery

- Deliver Consent Labs programs to a consistently high standard and model best-practice facilitation.
- Support People and Curriculum team with the piloting of new and updated modules.

Recruitment, Onboarding & Administration

- Support the RPDM and People Team with facilitator recruitment, including job postings, application review, interviews and candidate communications.
- Coordinate onboarding and training logistics.
- Support facilitator scheduling, compliance and general Programs Team administration when needed.

Facilitator Development, Performance & Wellbeing

- Support the RPDM to deliver facilitator training and ongoing professional development.
- Provide feedback, coaching and debrief support to NSW facilitation team through observations and performance reviews.
- Support the development of learning resources and support facilitators preparing to deliver new or updated modules.
- Support facilitator performance, wellbeing and engagement through regular check-ins and on-the-ground support.
- Identify and escalate performance, wellbeing or delivery concerns as appropriate.

Key Success Measures

- **High-Quality Program Delivery:** Consistently delivers high-quality facilitations and contributes effectively to the piloting and implementation of new and updated programs.
- **Strong Facilitator Capability & Engagement:** Work closely with the RPDM to ensure NSW facilitators are effectively supported through regular feedback, coaching, development and check-ins, with performance or wellbeing concerns identified and escalated appropriately.
- **Effective Recruitment & Facilitator Operations:** Recruitment, onboarding, training and facilitator administration are delivered accurately and efficiently, supporting a well-resourced and delivery-ready facilitator team.

Essential Criteria

- Demonstrated experience facilitating education, training or workshops, with experience working with young people and/or within a similar sector highly regarded.
- Experience supporting the training, and development of others, with the ability to provide constructive feedback and support performance.
- Strong interpersonal and organisational skills, with the ability to build relationships, manage competing priorities and work collaboratively across teams.
- Must hold a current and valid paid NSW Working with Children Check (WWCC).



Why you'll love working at Consent Labs

At Consent Labs, we create meaningful, lasting change by partnering with schools and communities to build safer, more inclusive environments grounded in respect, empathy, and evidence-based practice.

As a small and evolving organisation, you'll have real influence, shaping how we work, how funding is used, and where Consent Labs is heading. You'll join a values-driven team that trusts its people, supports flexible working, and prioritises wellbeing alongside impact.



What we offer

Support & wellbeing

We prioritise the wellbeing of our people and aim to create a workplace where support is proactive, not reactive.

- **Employee Assistance Program (EAP):** Free, confidential access to our EAP for professional support whenever you need it.
- **Bespoke supervision:** Tailored supervision and support is provided for key staff, recognising the emotional and professional demands of this work.
- **Professional development:** Ongoing opportunities for professional development and training, with a focus on building capability, confidence, and long-term career growth.

Flexible Working Arrangements:

We are committed to supporting flexible, sustainable ways of working and recognise that everyone's circumstances are different.

- **Hybrid work:** All full-time and part-time team members have access to hybrid arrangements, with a mix of remote and office-based work.
- **Reduced hours at full pay over summer:** We operate reduced working hours during the summer period to support rest, recovery, and balance.
- **Floating public holidays:** Our floating public holiday scheme allows team members to observe public holidays that are meaningful to them, providing greater cultural, personal, and family flexibility.

Interested?

Interested applicants should email their **Cover Letter and CV** addressed to Francesca, Head of People at recruitment@consentlabs.org.au

Note: Your cover letter should be one page maximum, and should call out why you are eager to join the team and why you are suited to this role.

